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ABSTRACT

The salaries and working conditions of agricultural education teachers in public schools in Virginia were studied. The sample consisted of all 390 agricultural education teachers employed during the 1976-1977 school year. A questionnaire was used to secure information. Findings for the typical teacher include the following: years of teaching experience are eleven; employment contract is on a twelve-month basis; salary range is from $11,000 to $12,000; health, medical, or life insurance is not received free; paid vacation is ten days or two weeks annual leave; travel is alloted at $.75 and reimbursed at a rate of twelve cents per mile; the class load is five classes per day at fifty-five minutes each with sixteen students per class; twenty-nine minutes are allotted for lunch; in the area of continuing education payment is made for 114 hours of adult work; Future Farmers of America (FFA) chapter is advised; two extra duties are required, but three are actually performed; an average arrival time of 22.5 minutes before school is required; and the time spent at school after school dismissal is 22.2 minutes. (The questionnaire form is appended.) (JH)

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SALARIES AND WORKING CONDITIONS OF AGRICULTURAL EDUCATION TEACHERS IN VIRGINIA

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State Department of Education of Virginia

Agricultural Education Program
Division of Vocational and Technical Education
Virginia Polytechnic Institute and State University
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INTRODUCTION

Many of today's vocational education programs are confronted with a problem that is unique within the educational profession--an undersupply of qualified teachers. Although part of the shortage has been due to program expansions, much of the shortage has been created by the discrepancy in the number of individuals who are prepared to teach and the actual number who enter the profession. For various reasons, many individuals who are certified to teach either do not enter the field upon graduation from college, or only teach for a short period of time (Titsworth, 1976).

The field of agricultural education has not escaped this phenomenon. Studies by Woodin (1973) and Craig (1976) indicate that a nationwide shortage of agricultural education teachers has existed for the past several years. Both researchers projected continued shortages. Their studies have also indicated that the teacher shortage exists despite an increase in the number of graduates of agricultural education programs. Virginia was among the many states which experienced a shortage of qualified agricultural education teachers in 1974-1975. Hillison (1976) noted that Virginia had a 13.4 percent average annual rate of turnover for agricultural education teachers in comparison to the national average of 11.7 percent.

One possible reason for the agricultural education teacher shortage in Virginia and other states is the salary and working conditions of

the profession. Fenton (1970) conducted a study in Oklahoma which indicated that the main reason for agricultural education teachers leaving the profession in that state was because of salary and working conditions. In a statewide study of agricultural education teachers who had left the profession in Virginia, Crosen (1975) found that of the fifteen possible reasons which could be used for leaving teaching, the top five were ones pertaining to salary and working conditions. He also found that teachers were most likely to leave the profession in their early years (1-5) of teaching. Crosen recommended changes in the salaries and working conditions in order to retain quality teachers in Virginia.

Despite national studies by Titsworth (1976) and King (1975) on the salaries and working conditions of agricultural education teachers, no data are currently available on a state basis for specific salaries and working conditions. Both King and Titsworth keypointed individual state surveys on salaries and working conditions of agricultural education teachers as major research needs in the field of agricultural education.

PURPOSE

The major purpose of this study was to answer the two following questions:

1. What are the salaries of agricultural education teachers employed during the 1976-1977 school year in public secondary schools in Virginia?
2. What are the working conditions of agricultural education teachers employed during the 1976-1977 school year in public schools in Virginia?

PROCEDURE

Population and Sample

The target population for the study was all agricultural education teachers who were teaching in public secondary schools in Virginia during the 1976-1977 school year. Because of the relatively small size of the target population, all of the teachers were included in the sample. Table 1 illustrates the six areas of agricultural education teachers in Virginia and the number of respondents for each area. Because of the nature of the questions (working conditions, duties, time on the job, etc.), only individuals who were engaged in full-time positions at public schools were included in the target population. Teachers who had quit during the year were not included in the target population.

TABLE 1

Scope of the Study

Area	Number Surveyed	Number Responding	Percent Responding
Appalachian	73	67	91.8
Blue Ridge	56	56	100.0
Central	84	76	90.5
Eastern	54	52	96.3
Northern	56	53	94.6
Southside	67	59	88.0
Total	390	363	93.1

Data Collection

The design for the study was descriptive-survey. In addition to securing information concerning agricultural education teachers' salaries and fringe benefits, information was collected concerning the individual working conditions under which each teacher functioned. The initial collection of the data was through a questionnaire which was administered at area meetings of the agricultural education teachers in the six areas across the State. Individuals who were not present at the meeting were called and notified that they would be receiving a copy of the questionnaire through the mail. They were then requested to complete the questionnaire and return it in the self-addressed, stamped envelope that was provided.

TABLE 2

Method of Response to Questionnaire by Agricultural Education Teachers

Area	Method of Response	
	Collected at Area Meeting	Mailed In
Appalachian	68.7	31.3
Blue Ridge	78.6	21.4
Central	86.8	13.2
Eastern	73.1	26.9
Northern	88.7	11.3
Southside	69.5	30.5
Total	77.7	23.3

In order to ascertain if there were significant differences between those who attended the area meetings and those who did not, an analysis of variance was performed upon selected variables measured in the study. The results of this analysis of variance indicated that there were no significant differences ($p > .001$) between these two groups on the variables in the study.

Data and Instrumentation

A review of the standardized instruments for use in educational research proved unsuccessful in finding a satisfactory instrument for use in the study. Therefore, the instrument for collecting data from the agricultural education teachers was developed by the researchers. The non-standardized instruments developed by King (1975) and Titsworth (1976) were reviewed and utilized in designing the questionnaire. The face validity of the instrument's content was reviewed and analyzed by selected staff members from the Department of Vocational and Technical Education at Virginia Polytechnic Institute and State University.

After its initial development, the instrument was pilot tested, using graduate students and faculty members who were former agricultural education teachers and who were currently in the Department of Vocational and Technical Education at Virginia Polytechnic Institute and State University. Following this initial test, copies of the instrument were sent to selected agricultural education teachers in the state to check clarity of instructions, appropriateness of questions, and other factors which might affect response rate or create measurement error. The instrument was then revised based upon the results of the pilot test. Included in the instrument were instructions depicting the purpose of the study, the importance of accuracy and clarity when responding, and specific instructions for completing the questionnaire.

Data Analysis

The questionnaires which were returned were inspected for completeness and accuracy. Information from the responses was coded. The information was key punched onto IBM cards and verified by the personnel at the Virginia Polytechnic Institute and State University Computer Center.

The data were analyzed using the Statistical Package for the Social Sciences (SPSS, Nie, et. al., 1975) and the facilities of the Computer Center. The SPSS computer analysis resulted in the compilation of relative frequencies and means for the descriptive data in the study. The descriptive statistics were used to summarize the data pertaining to the salaries and working conditions of the teachers who responded.

PRESENTATION AND ANALYSIS OF DATA

Tables 3 through 56 contain the data of the study. Information was gathered and analyzed by supervisory area and statewide. Comparisons of salaries and working conditions among the six geographic areas of the state of Virginia are of interest within the state. The narrative concerning the presentation of data will deal primarily with statewide information.

Teaching and Other Work Experience

Virginia teachers of agriculture had an average of 10.6 years of teaching experience and 5.0 years of other work experience. The years of teaching experience was fairly uniform in the six supervisory areas, with Central and Eastern area teachers having somewhat less teaching experience than the teachers in the other areas. See Table 3.

Type of School in which Teachers Taught

Two-thirds of the teachers taught in senior high schools, 24.3 percent taught in junior high or middle schools, and 8.3 percent of the teachers taught in vocational centers. See Table 4.

Teachers Teaching Various Options

The Agricultural Science and Mechanics curriculum, which is a basic curriculum for eighth and ninth graders, was taught by 73.6 percent of the teachers. The specialty (option) course which was taught by the most teachers (31.7 percent) was Production Agriculture. The Horticulture and Mechanics specialties had the next highest numbers teaching the specialty. See Table 5.

TABLE 3

Years of Teaching and other Work Experience by Agricultural Education Teachers

Area	Mean Years of Experience	
	Teaching	Other Work
Appalachian	11.1	4.9
Blue Ridge	11.1	4,5
Central	9.2	4.3
Eastern	9.7	7.0
Northern	11.0	4.1
Southside	11.8	5.4
Total	10.6	5.0

TABLE 4

Type of School in Which Agricultural Education Teachers Taught

Area	Percentage of Teachers by Various Types of Schools				
	Junior High or Middle School	High School	Vocational School	Other	Did Not Respond
Appalachian	14.9	77.6	7.5	0.0	0.0
Blue Ridge	28.6	60.7	7.1	3.6	0.0
Central	31.6	57.9	10.5	0.0	0.0
Eastern	21.2	57.7	19.2	0.0	1.9
Northern	9.4	83.0	5.7	1.9	0.0
Southside	35.6	64.4	0.0	0.0	0.0
Total	24.3	66.7	8.3	0.6	0.3

TABLE 5

Percent of Teachers
Teaching Various Options

Area	Percentage of Teachers According to Option									
	Ag Science & Mechanics	Production Ag	Ag Mechanics	Natural Resources	Ag Business	Horti-Culture	Disad-vantaged	Handi-capped	Explo-atory	Senior Intermited
Appalachian	77.6	32.8	10.1	10.4	7.5	13.4	14.9	0.0	25.4	0.0
Blue Ridge	78.6	25.0	3.6	5.4	12.5	12.5	0.0	5.4	3.6	1.8
entral	67.1	25.0	7.9	7.9	7.9	19.7	14.5	1.3	5.3	0.0
Eastern	59.6	26.9	25.0	11.5	1.9	15.4	13.5	3.8	1.9	0.0
Northern	77.4	43.4	24.5	9.4	30.2	7.5	0.0	0.0	7.5	0.0
Southside	81.4	39.0	8.5	10.2	1.7	5.1	13.6	1.7	6.8	1.7
Total	73.6	31.7	12.7	9.1	9.9	12.7	9.9	1.9	8.8	0.6

Multiple Teacher Departments

Less than a fourth of the agricultural education teachers were teaching in a single-teacher department. The least number of single-teacher departments were in the Southside Area and the most single-teacher departments were in the Eastern Area of Virginia. Forty-one percent of the teachers were teaching in two-teacher departments, 21.5 percent were in three-teacher departments, 12.1 percent were in four-teacher departments, and 2.5 percent were in five-teacher departments. See Table 6.

Period Length and Number of Classes Taught

The average number of periods taught was five and the average length of period was one hour. The actual length of period was 59 minutes and the number of periods taught was 4.7. Most schools were on a six-period day. Very little time was spent teaching non-agriculture subjects.

The average class enrollment was 16.1 students. See Table 7.

Lunch Periods

The average number of minutes that teachers had for lunch periods was 28.5. The percent that were required to supervise in the lunch room was 37.2, and the percent of teachers who were allowed to leave school during lunch period was 38.6. See Table 8.

Adult Work

The average number of hours paid per adult teacher for teaching of adults was 113.6. Adult courses are normally taught as 60-hour, 120-hour or 180-hour courses. Twenty-eight percent of the teachers made use of lay instructors. The percent of teachers helping to supervise school canneries was 11.3. The percent of teachers involved with advising Young Farmer Associations was 44.6. See Table 9.

TABLE 6

Percent of Agricultural Education Teachers
Working in Various Size Departments

Area	Size of Department According to Number of Teachers					
	Single Teacher	Two Teacher	Three Teacher	Four Teacher	Five Teacher	Did Not Respond
Appalachian	23.9	38.8	25.4	11.9	0.0	0.0
Blue Ridge	14.3	41.1	28.6	14.3	0.0	1.8
Central	23.7	27.6	19.7	28.9	0.0	0.0
Eastern	38.5	44.2	9.6	5.8	1.9	0.0
Northern	20.8	62.3	9.4	7.5	0.0	0.0
Southside	1.7	11.9	40.7	33.9	11.9	0.0
Total	22.0	41.3	21.5	12.1	2.5	0.6

TABLE 7

Periods Taught and Number of Students
Per Class of Agricultural Education Teachers

Area	Mean Length of Periods (minutes)	Mean Number of Periods Taught	Mean Number of Periods Teaching Non-Ag Subjects	Mean Number of Non-teaching Periods	Mean Number of Students Per Period
Appalachian	58.6	4.8	0.2	1.1	15.5
Blue Ridge	54.8	4.7	0.2	1.4	16.8
Central	55.2	4.8	0.2	1.2	16.2
Eastern	72.2	4.3	0.2	1.0	15.6
Northern	53.8	4.9	0.2	1.1	16.4
Southside	62.5	4.6	0.1	1.4	16.2
Total	59.0	4.7	0.2	1.2	16.1

TABLE 8

Lunch Periods of Agricultural Education Teachers

Area	Mean Minutes Alloted	Percent Required to Supervise Students	Percent Allowed to Leave School
Appalachian	30.6	41.8	41.8
Blue Ridge	38.2	30.4	32.1
Central	27.6	36.8	30.3
Eastern	29.6	50.0	42.3
Northern	27.6	24.5	49.1
Southside	27.6	50.8	39.0
Total	28.5	37.2	38.6

TABLE 9

Continuing Education Programs of
Agricultural Education Teachers

Area	Hrs. Paid for Adult Work	Percent using Paid Lay Instructors	Percent Supervising Canneries	Percent Advising Young Farmer Chapters
Appalachian	147.7	19.4	9.0	50.7
Blue Ridge	115.5	35.7	28.6	37.5
Central	89.2	17.1	5.3	39.5
Eastern	89.9	13.5	0.0	34.6
Northern	112.9	34.0	7.5	50.9
Southside	110.0	52.5	18.6	54.2
Total	113.6	28.1	11.3	44.6

Advisors of Young Farmer Associations

Shared Young Farmer Association advisorship was common, but not as common as shared FFA advisorship. The percentage of teachers acting as a single advisor exceeded the percentage of teachers teaching in single-teacher departments by about five percent. Nearly 27 percent of the teachers acted as single advisors, 24 percent had one co-advisor, and 8.3 percent of the teachers shared the responsibility with two or more other teachers. See Table 10.

FFA Advisorship

Nearly all the teachers were involved with FFA advisorship (91.7 percent). Twenty-five percent of the teachers served as the only advisor. This percent exceeds slightly the percent of single-teacher departments. Having one helper was 43.8 percent; two helpers, 14.9 percent; and three helpers, 9.6 percent of the teachers. See Table 11.

Administrative Responsibility

Forty-five percent of the teachers reported no administrative responsibility. Forty percent were agriculture department heads. This percent included teachers in single-teacher departments. Slightly over nine percent of the teachers reported being heads of the vocational program in the school. See Table 12.

Arrival and Departure Times

Teachers were required to be at school an average of 22.5 minutes before school started and remain at school 22.2 minutes after school dismissal. See Table 13.

Number of Extra Duties Performed

Teachers were asked to give the number of extra duties they performed, the number they were required to perform, and the number they were paid

TABLE 10

Percent of Agricultural Education Teachers Having Co-advisors of Young Farmer Programs

Area	Number of Co-advisors of Young Farmers				
	None	One	Two	Three or More	Did not Respond
Appalachian	28.4	19.4	11.9	3.0	37.3
Blue Ridge	35.7	19.6	0.0	3.6	41.1
Central	18.4	19.7	7.9	0.0	53.9
Eastern	34.6	17.3	3.8	0.0	44.2
Northern	24.5	39.6	5.7	0.0	30.2
Southside	22.0	30.5	5.1	0.0	42.4
Total	26.7	24.0	6.1	1.2	42.1

TABLE 11

FFA Advisorship by
Agricultural Education Teachers

Area	Percent Advising FFA Chapters	Number of Co-advisors of the FFA Chapter				
		None	One	Two	Three or More	Did Not Respond
Appalachian	91.0	26.9	41.8	19.4	6.0	6.0
Blue Ridge	83.9	12.1	29.2	17.9	8.9	10.7
Central	89.5	26.3	35.5	10.5	18.4	9.2
Eastern	98.1	40.4	42.3	7.7	5.8	3.8
Northern	96.2	22.6	60.4	9.4	5.7	1.9
Southside	93.2	11.9	47.5	23.7	10.2	6.8
Total	91.7	25.1	43.8	14.9	9.6	6.6

TABLE 12

Administrative Responsibilities of Teachers

Area	Extent of Administrative Responsibility				
	Percent with no Responsibility	Percent Heads of Ag. Ed.[a]	Percent Heads of Voc. - Ed.	Percent Other	Did not Respond
Appalachian	37.3	43.3	16.4	1.5	1.5
Blue Ridge	46.4	32.1	10.7	3.7	7.1
Central	56.6	31.6	6.6	2.6	2.6
Eastern	36.5	48.1	7.7	5.8	1.9
Northern	37.7	54.7	3.8	0.0	3.8
Southside	54.2	35.6	10.2	0.0	0.0
Total	45.5	40.2	9.4	2.1	2.8

[a]Includes one teacher departments.

TABLE 13

Mean Required Time of Arrival and Departure at School for Agricultural Education Teachers

Area	Required Time (in minutes)	
	Before School Begins	After School Closes
Appalachian	20.9	14.4
Blue Ridge	17.2	20.1
Central	27.8	24.2
Eastern	21.5	28.1
Northern	21.7	22.4
Southside	23.9	24.4
Total	22.5	22.2

to perform. Average numbers of duties performed statewide were 3.4; 2.4 duties were required; and pay was given for an average of nearly one-half duty per teacher. The pay was primarily for bus driving and helping with sports events. See Table 14.

Hall Duty

Sixty-three percent of the agriculture teachers performed hall duty; 56.7 percent were required to perform hall duty. See Table 15.

Lunch Room Supervision

Forty percent of the teachers performed lunch room duty; 37.5 were required to perform lunch room duty. See Table 16.

Study Hall Supervision

Study hall supervision was performed by 10.7 percent of the teachers and was required by 9.1 percent of the teachers. The Northern Area of Virginia had twice as much study hall duty being performed by agriculture teachers than the Southside Area. See Table 17.

Detention Hall Supervision

Detention hall supervision was performed by about the same percent of teachers as was study hall supervision. The percent performing detention hall supervision was 9.6; 8.3 percent were required to perform detention hall supervision. The Northern and Central Areas had the highest number of teachers supervising detention halls. See Table 18.

Play Direction, Yearbook, School Paper

Very few or no teachers were involved with the above activities. See Tables 19, 20 and 21.

Advising School Clubs Other than FFA

Advising school clubs other than the FFA was voluntary on the part of over half of the teachers who were advising clubs other than the FFA.

TABLE 14

Number of Extra Duties of Agricultural Education Teachers

Area	MEAN NUMBER OF DUTIES Performed	Required	Paid for Performing
Appalachian	3.5	2.5	0.5
Blue Ridge	3.6	2.6	0.2
Central	3.3	2.1	0.5
Eastern	2.9	1.9	0.4
Northern	2.4	2.4	0.3
Southside	3.3	2.6	0.3
Total	3.4	2.4	0.4

TABLE 15

Hall Duty of Agricultural Education Teachers

Area	Hall Duty		
	Percent Performed	Percent Required	Percent Paid
Appalachian	56.7	50.7	1.5
Blue Ridge	73.2	71.4	1.8
Central	64.5	53.9	0.0
Eastern	65.4	63.5	5.8
Northern	64.2	56.6	1.9
Southside	55.9	47.5	0.0
Total	63.1	56.7	1.7

TABLE 16

Lunch Room Supervision by Agricultural Education Teachers

Area	Lunch Duty		
	Percent Performed	Percent Required	Percent Paid
Appalachian	32.8	31.3	1.5
Blue Ridge	33.9	30.4	0.0
Central	42.1	38.2	1.3
Eastern	50.0	50.0	3.8
Northern	35.8	34.0	1.9
Southside	45.8	42.4	0.0
Total	39.9	37.5	1.4

TABLE 17

Study Hall Supervision By
Agricultural Education Teachers

Area	Study Hall Supervision By Teachers		
	Percent Performed	Percent Required	Percent Paid
Appalachian	9.0	6.0	4.5
Blue Ridge	8.9	8.9	0.0
Central	11.8	10.5	0.0
Eastern	9.6	9.6	1.9
Northern	17.0	13.2	0.0
Southside	8.5	6.8	1.7
Total	10.7	9.1	1.4

TABLE 18

Detention Hall Supervision By
Agricultural Education Teachers

Area	Detention Hall		
	Percent Performed	Percent Required	Percent Paid
Appalachian	1.5	1.5	0.0
Blue Ridge	7.1	7.1	0.0
Central	14.5	11.8	0.0
Eastern	5.8	1.9	0.0
Northern	20.8	20.8	0.0
Southside	8.5	6.8	0.0
TOTAL	9.6	8.3	0.0

TABLE 19

Play Direction by Teachers
of Agricultural Education

Area	Play Direction by Teachers		
	Percent Performed	Percent Required	Percent Paid
Appalachian	0.0	0.0	0.0
Blue Ridge	1.8	1.8	0.0
Central	0.0	0.0	0.0
Eastern	1.9	1.9	0.0
Northern	1.9	0.0	0.0
Southside	0.0	0.0	0.0
Total	0.8	0.6	0.0

TABLE 20

Yearbook Advisor Responsibility of Agricultural Education Teachers

Area	Yearbook Responsibility		
	Percent Performed	Percent Required	Percent Paid
Appalachian	0.0	0.0	0.0
Blue Ridge	0.0	0.0	0.0
Central	0.0	0.0	0.0
Eastern	0.0	0.0	0.0
Northern	0.0	0.0	0.0
Southside	0.0	0.0	0.0
Total	0.0	0.0	0.0

TABLE 21

School Paper Advisor Responsibility
of Agricultural Education Teachers

Area	Percent Performed	Percent Required	Percent Paid
Appalachian	1.5	1.5	0.0
Blue Ridge	0.0	0.0	0.0
Central	0.0	0.0	0.0
Eastern	0.0	0.0	0.0
Northern	0.0	0.0	0.0
Southside	0.0	0.0	0.0
Total	0.6	0.0	0.0

The percent performing such duties was 14.6 and the percent required to do so was 8.0. Some of the teachers were paid extra for advising non-FFA clubs. See Table 22.

Coaching Sports

No Southside Area teachers were head coaches or assistant coaches. Statewide, 2.5 percent of the agriculture teachers performed the duties of head coach and 2.5 percent performed the duties of assistant coach. Most all the coaching was voluntary and most of the teachers were paid for coaching. See Tables 23 and 24.

Ticket Taking

One-third of the agriculture teachers were required to collect tickets at athletic events, 46.6 percent collected tickets, 11.3 percent got paid for ticket taking. See Table 25.

Chaperoning Away Games

The percent of teachers who chaperoned away games was 5.8; 2.8 percent were required to chaperone away games. Few were paid. See Table 26.

Bus Driving Duty

Regular bus driving duty was only reported in two supervisory areas -- Applachian and Eastern. Averaged state wide, 1.1 percent of agriculture teachers were regular bus drivers. See Table 27. Occasional bus driving was performed by 11.3 percent of the teachers, one-half of whom were paid for the driving. See Table 28.

Ag Trip Bus Driving

Driving for agricultural trips was performed by 19.3 percent of the teachers; 5.2 percent were required to drive the bus for agricultural trips; and 1.4 percent were paid for driving. See Table 29.

TABLE 22

Advising School Clubs Other than FFA
by Agricultural Education Teachers

	ADVISING SCHOOL CLUBS OTHER THAN FFA		
Area	Percent Performed	Percent Required	Percent Paid
Appalachian	17.9	9.0	0.0
Blue Ridge	7.1	7.1	0.0
Central	22.4	7.9	6.6
Eastern	13.5	5.8	0.0
Northern	13.2	11.3	0.0
Southside	10.2	6.8	1.7
Total	14.6	8.0	1.7

TABLE 23

Head Coach Responsibility by
Agricultural Education Teachers

Area	Percent Performed	Percent Required	Percent Paid
Appalachian	1.5	0.0	1.5
Blue Ridge	0.0	0.0	0.0
Central	5.3	2.6	3.9
Eastern	3.8	1.9	3.8
Northern	3.8	0.0	3.8
Southside	0.0	0.0	0.0
Total	2.5	0.8	2.2

TABLE 24

Assistant Coach Responsibility by
Agricultural Education Teachers

Area	Assistant Coach Responsibilty		
	Percent Performed	Percent Required	Percent Paid
Appalachian	1.5	0.0	1.5
Blue Ridge	3.6	0.0	1.8
Central	3.9	0.0	3.9
Eastern	3.8	0.0	0.0
Northern	1.9	0.0	0.0
Southside	0.0	0.0	0.0
Total	2.5	0.0	1.9

TABLE 25

Ticket Taking Responsibility of
Agricultural Education Teachers

Area	Ticket Taking Responsibility		
	Percent Performed	Percent Required	Percent Paid
Appalachian	67.2	61.2	10.4
Blue Ridge	41.1	26.8	10.7
Central	28.9	11.8	14.5
Eastern	36.5	17.3	11.5
Northern	49.1	35.8	7.5
Southside	57.6	45.8	11.9
Total	46.6	33.1	11.3

TABLE 26

Chaperoning Away Games By
Agricultural Education Teachers

Area	Chaperoning Away Games		
	Percent Performed	Percent Required	Percent Paid
Appalachian	7.5	4.5	1.5
Blue Ridge	10.7	5.4	0.0
Central	6.6	2.6	1.3
Eastern	3.8	1.9	0.0
Northern	3.8	1.9	0.0
Southside	1.7	0.0	0.6
Total	5.8	2.8	0.6

TABLE 27

Regular Bus Driving Duty By
Agricultural Education Teachers

Area	Regular Bus Driving Duty		
	Percent Performed	Percent Required	Percent Paid
Appalachian	3.0	1.5	1.5
Blue Ridge	0.0	0.0	0.0
Central	0.0	0.0	0.0
Eastern	3.8	0.0	1.9
Northern	0.0	0.0	0.0
Southside	0.0	0.0	0.0
Total	1.1	0.3	0.6

TABLE 28

Occasional Bus Driving Duty By
Agricultural Education Teachers

Area	Occasional Bus Driving Duty		
	Percent Performed	Percent Required	Percent Paid
Appalachian	16.4	1.5	10.4
Blue Ridge	8.9	0.0	5.4
Central	10.5	0.0	6.6
Eastern	11.5	3.8	3.8
Northern	9.4	0.0	3.8
Southside	10.2	6.8	3.4
Total	11.3	1.9	5.8

TABLE 29

Ag Trip Bus Driving Duty of
Agricultural Education Teachers

Area	Ag. Trip Bus Driving Duty		
	Percent Performed	Percent Required	Percent Paid
Appalachian	22.4	9.0	4.5
Blue Ridge	14.3	1.8	0.0
Central	17.1	3.9	0.0
Eastern	7.7	1.9	1.9
Northern	28.3	3.8	0.0
Southside	25.4	10.2	1.7
Total	19.3	5.2	1.4

Homeroom Duty

Homeroom duty was performed by 69.6 percent of the agriculture teachers in the Blue Ridge Area and by 43.4 percent in the Northern Area. The statewide average was 37.5 percent. Most of the teachers who performed the duty were required to (32.8 percent). Some teachers (2.8 percent) received some pay for homeroom duty. See Table 30.

School Maintenance

School maintenance was performed by 52.3 percent of the teachers and was required of 23.4 percent of the teachers. A few teachers (2.2 percent) reported that they were paid for doing maintenance. See Table 31.

Months of Employment

Ninety-two percent of the agriculture teachers in Virginia were employed on 12-month contracts; 6.1 percent were employed on 11-month contracts; and 1.9 percent were on 10-month contracts. See Table 33.

Salary of Agricultural Education Teachers

The salaries are for 12-month contracts primarily. Ninety-two percent of the teachers responding were on 12-month contracts; 6.1 percent were on 11-month contracts; and 1.9 percent were on 10-month contracts. The salaries include additional pay for adult teaching, cannery supervision, etc.

No teachers in the Appalachian, Blue Ridge, Central or Southside Areas made more than 17,000 dollars during the 1976-77 school year, including adult pay, etc. A few agriculture teachers exceeded that in the Eastern and Northern Areas. Forty-three percent of the teachers made less than $12,000. Seven percent of the teachers made 16,000 or more. See Table 34.

TABLE 30

Homeroom Duty of Agricultural Education Teachers

Area	Homeroom Duty		
	Percent Performed	Percent Required	Percent Paid
Appalachian	25.4	23.9	3.0
Blue Ridge	69.6	58.9	0.0
Central	34.2	31.6	3.9
Eastern	23.1	15.4	3.9
Northern	43.4	35.8	1.9
Southside	32.2	32.2	3.4
Total	37.5	32.8	2.8

TABLE 31

School Maintenance Responsibilities
of Agricultural Education Teachers

Area	School Maintenance Responsibilities		
	Percent Performed	Percent Required	Percent Paid
Appalachian	62.7	31.3	4.5
Blue Ridge	60.7	26.8	0.0
Central	52.6	22.4	2.6
Eastern	34.6	11.5	0.0
Northern	54.7	18.9	3.8
Southside	45.8	27.1	1.7
Total	52.3	23.4	2.2

TABLE 32

Other Duties (Not Specifically Listed)
of Agricultural Education Teachers

Area	Other Duties		
	Percent Performed	Percent Required	Percent Paid
Appalachian	23.9	17.9	4.5
Blue Ridge	16.1	12.5	1.8
Central	15.8	13.2	0.0
Eastern	9.6	7.7	1.9
Northern	20.8	9.4	3.8
Southside	25.4	25.4	0.0
Total	18.7	14.6	1.9

TABLE 33

Months of Employment
of Agricultural Education Teachers

Area	Percent of Teachers by Months of Employment		
	Ten	Eleven	Twelve
Appalachian	3.0	3.0	94.0
Blue Ridge	3.6	14.3	82.1
Central	1.3	2.6	96.1
Eastern	1.9	9.6	88.5
Northern	1.9	5.7	92.5
Southside	0.0	3.4	96.6
Total	1.9	6.1	92.0

TABLE 34

SALARY OF AGRICULTURAL EDUCATION TEACHERS

Area	PERCENT OF TEACHERS BY SALARY LEVEL[a] THOUSAND DOLLARS													
	<9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	OVER 20	DID NOT RESPOND
Appalachian	1.5	4.5	10.4	19.4	17.9	16.4	14.9	13.4	1.5	0.0	0.0	0.0	0.0	0.0
Blue Ridge	3.6	8.9	10.7	17.9	19.6	8.9	8.9	10.7	8.9	0.0	0.0	0.0	0.0	1.8
Central	2.6	7.9	21.1	18.4	11.8	9.2	11.8	10.5	6.6	0.0	0.0	0.0	0.0	0.0
Eastern	3.8	3.8	17.3	25.0	15.4	11.5	9.6	3.8	1.9	3.8	0.0	1.9	0.0	1.9
Northern	0.0	3.8	15.1	18.9	15.1	7.5	11.3	9.4	9.4	13.2	0.0	1.9	3.8	0.0
Southside	5.1	5.1	10.2	22.0	16.9	16.9	16.9	6.8	0.0	0.0	0.0	0.0	0.0	0.0
Total	2.8	5.8	14.3	20.1	16.0	11.8	12.4	9.4	5.2	0.6	0.0	0.6	0.6	0.6

[a]Salary includes extra pay for adult instruction, cannery supervision, etc.

Salary by Years of Teaching

Of beginning teachers, 10 percent made less than $9,000, 27.5 percent made 9-10 thousand, 40 percent made 10-11 thousand and 22.5 percent made 11-12 thousand dollars. The majority of teachers in the second year of teaching were in the 11-12 thousand dollar category, as were the third and fourth year teachers. No agriculture teacher who had 10 years or less of teaching experience made more than $16,000. See Table 35.

School Salary Schedules

The average number of years needed to reach the top of the salary scale was 15. The average top of the salary scale was $11,731 for a 10-month base. The percent of teachers who were on a 10-month base salary was 94.5. Forty percent of the teachers could count military and industrial experience toward lane changes on the salary schedule. See Table 36.

Health, Medical and Life Insurance Benefits

Twenty-five percent of the teachers received free health insurance. The amount of free life insurance was quite varied. Approximately 10 percent had $30,000 in life insurance and 6.9 percent had an amount equal to their salary. See Tables 38 and 39.

Vacation

The average number of paid days of vacation received by agriculture teachers was 10.3. Half of the teachers indicated that they did not get paid days for going to summer school. Two weeks was the most common amount of time allowed for teachers to go to summer school while begin paid; 10.5 percent of teachers were in this category; 5.5 percent were allowed 2-5 days and 5.2 percent were allowed 11-15 days. Few teachers were involved with summer camp with the military. Slightly over eight percent indicated that they received paid days from the school while at summer camp. Giving

TABLE 35

SALARY OF AGRICULTURAL EDUCATION TEACHERS BY YEARS OF TEACHING EXPERIENCE

Years of Teaching Experience	PERCENT OF TEACHERS BY SALARY RANGE THOUSAND DOLLARS												
	< 9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	OVER 20
1	10.0	27.5	40.0	22.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2	6.1	9.1	30.3	39.4	12.1	0.0	0.0	0.0	3.0	0.0	0.0	0.0	0.0
3	0.0	14.3	28.6	46.4	7.1	3.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0
4	4.5	4.5	27.3	45.5	9.1	9.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
5	0.0	4.2	16.7	37.5	37.5	4.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0
6	0.0	0.0	5.6	33.3	50.0	11.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
7	0.0	0.0	25.0	25.0	31.3	18.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0
8	8.0	0.0	8.0	8.0	28.0	32.0	16.0	0.0	0.0	0.0	0.0	0.0	0.0
9	0.0	11.1	11.1	0.0	44.4	11.1	11.1	0.0	0.0	0.0	0.0	11.1	0.0
10	0.0	0.0	0.0	25.0	16.7	41.7	16.7	0.0	0.0	0.0	0.0	0.0	0.0
11	0.0	0.0	0.0	0.0	33.3	22.2	22.2	22.2	0.0	0.0	0.0	0.0	0.0
12	0.0	0.0	0.0	0.0	12.5	37.5	25.0	12.5	12.5	0.0	0.0	0.0	0.0

TABLE 35 (CONTINUED)

YEARS OF TEACHING EXPERIENCE BY SALARY OF AGRICULTURAL EDUCATION TEACHERS

Years of Teaching Experience	PERCENT OF TEACHERS BY SALARY RANGE THOUSAND DOLLARS												
	< 9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	OVER 20
13	0.0	0.0	0.0	0.0	42.9	28.6	0.0	14.3	14.3	0.0	0.0	0.0	0.0
14	0.0	0.0	0.0	0.0	0.0	33.3	55.6	11.1	0.0	0.0	0.0	0.0	0.0
15	0.0	0.0	0.0	0.0	20.0	0.0	40.0	20.0	20.0	0.0	0.0	0.0	0.0
16	0.0	0.0	0.0	14.3	0.0	0.0	28.6	28.6	28.6	0.0	0.0	0.0	0.0
17	0.0	0.0	0.0	0.0	0.0	0.0	28.6	28.6	28.6	0.0	0.0	0.0	0.0
18	0.0	0.0	0.0	0.0	0.0	0.0	62.5	37.5	0.0	0.0	0.0	14.3	0.0
19	0.0	0.0	0.0	16.7	16.7	16.7	16.7	33.3	0.0	0.0	0.0	0.0	0.0
20	0.0	0.0	0.0	0.0	10.0	20.0	10.0	40.0	20.0	0.0	0.0	0.0	0.0
21	0.0	0.0	0.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	50.0
22	0.0	0.0	0.0	0.0	0.0	0.0	33.3	0.0	66.7	0.0	0.0	0.0	0.0
23	0.0	0.0	0.0	0.0	0.0	0.0	33.3	33.3	0.0	33.3	0.0	0.0	0.0
24	0.0	0.0	0.0	0.0	0.0	0.0	66.7	33.3	0.0	0.0	0.0	0.0	0.0

TABLE 35 (CONTINUED)

YEARS OF TEACHING EXPERIENCE BY SALARY OF AGRICULTURAL EDUCATION TEACHERS

Years of Teaching Experience	PERCENT OF TEACHERS BY SALARY RANGE THOUSAND DOLLARS												
	< 9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	OVER 20
26	0.0	0.0	0.0	0.0	12.5	12.5	12.5	37.5	25.0	0.0	0.0	0.0	0.0
27	0.0	0.0	0.0	0.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0
28	0.0	0.0	0.0	0.0	40.0	20.0	0.0	40.0	0.0	0.0	0.0	0.0	0.0
29	0.0	0.0	0.0	0.0	0.0	33.3	33.3	33.3	0.0	0.0	0.0	0.0	0.0
30	0.0	0.0	0.0	0.0	0.0	20.0	20.0	20.0	40.0	0.0	0.0	0.0	0.0
31	0.0	0.0	0.0	0.0	0.0	25.0	50.0	0.0	0.0	0.0	0.0	0.0	25.0
32	0.0	0.0	0.0	0.0	0.0	40.0	40.0	0.0	20.0	0.0	0.0	0.0	0.0
35	0.0	0.0	0.0	0.0	0.0	0.0	25.0	75.0	0.0	0.0	0.0	0.0	0.0
36	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
37	0.0	0.0	0.0	0.0	0.0	0.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0
38	0.0	0.0	0.0	0.0	0.0	0.0	0.0	66.7	0.0	33.3	0.0	0.0	0.0
40	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0
41	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0

TABLE 36

Salary Schedules of Teachers in Schools in Which Agricultural Education Teachers Teach

Area	Top Base Salary[a]	Number of Years It Takes to Reach Top Salary	Percent with Industry-Military Experience Included in Salary Schedule	Percent with 10-Month Salary Base
Appalachian	$10,839	14.7	34.3	89.5
Blue Ridge	$11,383	15.0	32.1	98.2
Central	$12,174	15.7	36.8	97.4
Eastern	$11,266	14.5	46.2	92.3
Northern	$12,756	15.3	54.7	92.4
Southside	$11,831	14.9	39.0	96.6
Total	$11,731	15.0	39.9	94.5

[a]Weighted by number of teachers teaching in a school primarily on a 10-month base.

TABLE 37

Percent of Teachers Receiving
Extra Pay for FFA Activities

Area	Extra Pay for FFA Activities	
	Percent Receiving	Average Amt. Received
Appalachian	0.0	$ 0.00
Blue Ridge	0.0	$ 0.00
Central	1.3	$ 0.00[a]
Eastern	3.8	$250.00
Northern	0.0	$ 0.00
Southside	0.0	$ 0.00
Total	0.8	$250.00[b]

[a]Did not respond

[b]Calculated only for those who indicated extra pay and who responded to the question.

TABLE 38

Health, Medical and Life Insurance
Benefits of Agricultural Education Teachers

Area	Percent of Teachers Receiving Benefits		
	Health	Medical	Life
Appalachian	22.4	11.9	16.4
Blue Ridge	21.4	16.1	48.2
Central	32.9	17.1	31.6
Eastern	28.8	19.2	19.2
Northern	30.2	30.2	28.3
Southside	13.6	1.7	15.3
Total	25.1	15.7	26.4

TABLE 39

[a]Amount of Free Insurance Received by Agricultural Education Teachers

Area	Percent of Teachers by Amount of Free Insurance Thousand Dollars												
	10	13	15	20	22	24	30	33	48	50	3 Times Salary	Equals Salary	2 Times Salary
Appalachian	0.0	0.0	12.5	0.0	12.5	0.0	0.0	0.0	0.0	0.0	0.0	12.5	62.5
Blue Ridge	5.3	5.3	5.3	5.3	0.0	5.3	10.5	0.0	5.3	0.0	0.0	5.3	52.6
Central	0.0	0.0	7.1	0.0	0.0	7.1	14.3	7.7	7.1	0.0	0.0	0.0	57.1
Eastern	0.0	0.0	0.0	40.0	0.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0	40.0
Northern	14.3	0.0	0.0	0.0	0.0	0-0	28.6	0.0	0.0	0.0	14.3	14.3	28.6
Southside	0.0	0.0	0.0	20.0	0.0	0.0	0.0	0.0	0.0	20.0	0.0	20.0	40.0
Total	3.4	1.7	5.2	6.9	1.7	5.2	10.3	1.7	3.4	1.7	1.7	6.9	50.0

[a]Calculated only for those teachers who indicated they received free life insurance.

ten days of leave with pay for military camp was the common practice. See Tables 40 through 42.

Paid Graduate Tuition

Graduate tuition was reimbursed or paid by school districts for 26 percent of the teachers. The highest percent was for Northern Area (30.5 percent). The lowest was for Appalachian Area (19.4 percent). See Table 43.

Travel Allowance

The amount of money provided agriculture instructors to travel to supervise experience programs, etc. averaged $473 per teacher. The milage money was allocated for each teacher for 87 percent of the teachers. Four percent indicated that an amount of money was allocated to the department and the department head decided how to divide it up. See Table 44.

Meals and Lodging

Nearly half of the agriculture teachers reported that they were not reimbursed for meals and lodging, except for that which was reimbursed by the State Department of Education. Of the 46.9 percent who did get reimbursed, only 3.9 percent were reimbursed on a flat rate basis. See Table 45.

Days Teachers Can Be Away Without Reimbursing the School

Teachers are sometimes asked to be consultants for developing curriculum materials, go to workshops during school days, help evaluate other schools, etc. Teachers can usually be away a few days without having to pay for their own substitute. Twenty percent of the teachers indicated that they were allowed 1-5 days; 34 percent of the teachers were allowed more days or an unspecified number of days. Over half of the teachers were allowed some days away from the job during the school year without

TABLE 40

Paid Days of Vacation Received
by Agricultural Education Teachers

Area	Mean Number of Days
Appalachain	10.3
Blue Ridge	8.4
Central	10.9
Eastern	9.5
Northern	10.5
Southside	11.6
Total	10.3

TABLE 41

Paid Days Allowed for Agriculture Education Teachers
to Attend Summer School

Area	Response (in Percentage) to Paid Days Allowed to Go to Summer School										
	None	2-5 Days	6-10 Days	11-15 Days	20-30 Days	1 Qtr.	2 Wks. Every 3 Yrs.	Entire Summer Every Year	Arranged	As Many As Needed	Did Not Respond
Appalachian	50.7	6.0	9.0	7.5	1.5	1.5	3.0	1.5	4.5	6.0	9.0
Blue Ridge	46.4	3.6	8.9	1.8	14.3	7.1	0.0	0.0	1.8	1.8	14.3
Central	64.5	2.6	2.9	6.5	0.0	0.0	2.6	0.0	1.3	0.0	14.5
Eastern	43.4	1.9	3.8	3.8	1.9	0.0	1.9	0.0	9.4	3.8	30.2
Northern	28.8	6.8	15.3	8.5	1.7	1.7	1.7	0.0	3.4	1.7	30.5
Southside	65.4	3.8	3.8	1.9	0.0	0.0	0.0	0.0	5.8	1.7	17.3
Total	50.4	5.5	10.5	5.2	1.9	0.6	1.7	0.2	4.1	2.2	18.7

TABLE 42

Paid Days Allowed for Agricultural Education Teachers
to Attend Summer Military Camp

Area	Response (in Percentage) to Paid Days Allowed to Attend Military Camp						
	None	5 Days	10 Days	11-15 Days	Each Summer Every 4 Years	Each Summer Every 3 Years	Did Not Respond
Appalachian	59.7	0.0	10.4	3.0	0.0	1.5	25.4
Blue Ridge	62.5	0.0	8.9	0.0	0.0	0.0	28.6
Central	65.8	0.0	3.9	0.0	0.0	0.0	30.3
Eastern	43.4	0.0	5.7	1.9	0.0	1.9	47.2
Northern	44.1	1.7	1.7	0.0	1.7	1.7	49.2
Southside	48.1	0.0	11.5	0.0	0.0	0.0	40.4
Total	54.8	0.3	6.9	0.9	0.3	0.8	36.1

TABLE 43

Percent of Agricultural Education Teachers Reimbursed for Graduate Tuition

Area	Response of Teachers (in Percentage)			Did Not Respond
	Reimbursed	Not Reimbursed	Negotiable	
Appalachian	19.4	77.6	0.0	3.0
Blue Ridge	23.2	73.2	0.0	3.6
Central	26.3	61.8	2.6	9.2
Eastern	26.9	67.3	0.0	5.8
Northern	32.1	67.9	0.0	0.0
Southside	30.5	66.4	0.0	5.1
Total	26.2	68.6	0.6	4.7

TABLE 44

Travel Allowance of Agricultural Education Teachers

Area	Mean Travel Allowance	Mean Reimbursement Rate Per Mile	Percent Indicating How Travel is Allocated			Did Not Respond
			Per Teacher	Per Department	Other	
Appalachian	$482	12.7	83.6	4.5	4.5	7.5
Blue Ridge	$483	12.0	96.4	0.0	1.8	1.8
Central	$505	12.3	82.9	6.6	0.0	10.5
Eastern	$356	11.1	82.7	5.8	0.0	11.5
Northern	$511	13.1	86.8	3.8	5.7	3.8
Southside	$501	12.8	91.5	3.4	0.0	5.1
Total	$473	12.4	87.1	4.1	1.9	6.9

TABLE 45

Reimbursement of Meals and Lodging
for Agricultural Education Teachers

Area	Percent of Teachers By Method of Meimbursement				
	Not Reimbursed	Flat Rate	Actual Expenses	Other	Did Not Respond
Appalachian	26.9	3.0	61.2	7.5	1.5
Blue Ridge	30.4	1.8	51.8	10.7	5.4
Central	53.9	7.9	21.1	6.6	10.5
Eastern	71.2	1.9	21.2	1.9	3.8
Northern	52.8	5.7	41.5	0.0	0.0
Southside	61.0	1.7	32.2	1.7	3.4
Total	48.8	3.9	38.0	5.0	4.4

having to help pay for the substitute. The remainder, 34.4 percent did not respond to the question. See Table 46.

Compensation for Snow Days Worked

Much school was missed during the winter of 1976-77 because of snow. When school was closed, agriculture teachers and other 12-month employees were expected to report for work. The teachers worked five days per week, yet they had to put in a sixth day when school was made up on Saturdays. The teachers expected to get compensation for extra days worked. An average of 16.3 percent received some kind of compensation. In all supervisory areas except Northern, compensation, if any, was in the form of extra days leave during school vacation periods. Ten percent of the teachers in Northern Area received regular salary to cover the extra days worked. Thirty-four percent of the teachers did not respond to this question. See Table 47.

Vehicles Provided

Provision of vehicles for teachers in Southside Areas was more common than for other supervisory areas. In the Southside Area, 10.2 percent of the teachers were provided vehicles. Statewide, 4.1 percent of teachers were provided vehicles. Most of the vehicles were school owned as opposed to being loaned or owned by the FFA. See Table 48.

Secretarial Assistance

Secretarial assistance was provided to 14.9 percent of the teachers in the amount of 2.2 hours per day. See Table 49.

Sabbatical Leave

Sabbatical leave plans were reported by 23.1 percent of the teachers; however, the percent was probably much too high because a high percent of teachers did not respond to the amount of pay received during sabbatical

TABLE 46

Number of Days that Agricultural Education Teachers Can Be Absent During the Regular School Year for Meetings, Workshops, and Conventions without Reimbursing the School

Area	Response of Teachers (By Percentage) to Number of Days Allowed						
	None	1-5 Days	7-19 Days	Unspecified Number	Unlimited Number	Determined On Case By Case Basis	Did Not Respond
Appalachian	10.4	25.3	4.5	14.9	6.0	9.0	29.9
Blue Ridge	14.3	16.6	3.6	0.0	16.1	10.7	39.3
Central	14.5	21.0	7.8	3.9	10.5	13.2	28.9
Eastern	15.4	15.4	1.9	1.[illegible]	15.4	9.6	40.4
Northern	7.5	16.9	0.0	3.8	24.5	15.1	30.2
Southside	8.5	22.1	5.1	5.1	6.8	11.9	40.7
Total	11.8	19.9	4.5	5.2	12.7	11.6	34.4

TABLE 47

Compensation to Agricultural Education Teachers for Working on Snow Days

Area	Percent Teachers Indicating Receiving Compensation	[a]Percent and Method of Compensation		Did Not Respond
		Compensatory Leave	Regular Salary	
Appalachian	23.9	100.0	0.0	18.8
Blue Ridge	12.5	100.0	0.0	28.6
Central	9.2	100.0	0.0	71.4
Eastern	11.5	100.0	0.0	66.7
Northern	18.9	59.9	10.1	30.0
Southside	22.0	100.0	0.0	23.1
Total	16.3	64.4	1.7	33.9

[a]Calculated only for individuals who indicated they received compensation for working on snow days.

TABLE 48

Provision of Vehicle by Schools to
Agricultural Education Teachers for Their Exclusive Use

Area	Percent of Teachers Provided With Vehicle	[a]How Vehicle Is Provided			
		Percent School Owned	Percent Loaned To Dept.	Percent FFA Owned	Other
Appalachian	1.5	66.7	33.3	0.0	0.0
Blue Ridge	3.6	100.0	0.0	0.0	0.0
Central	5.3	75.0	25.0	0.0	0.0
Eastern	3.8	50.0	0.0	0.0	50.0
Northern	3.8	100.0	0.0	0.0	0.0
Southside	10.2	85.7	0.0	14.3	0.0
Total	4.1	79.0	10.5	5.3	5.3

[a]Includes only responses from individuals who indicated a vehicle was provided for their exclusive use.

TABLE 49

Secretarial Assistance Provided To
Agricultural Education Teachers

Area	Percent Indicating Secretarial Aid Provided	[a]Amount of Hours Devoted to Ag. Teacher by Sectretary
Appalachian	17.9	2.0
Blue Ridge	0.0	1.0
Central	7.9	3.3
Eastern	13.4	3.3
Northern	18.9	3.1
Southside	22.0	1.5
Total	14.9	2.2

[a]Includes only those who indicated they received secretarial aid.

TABLE 50

Free Benefits of a Personal Nature Provided
by Schools to Agricultural Education Teachers

Area	Percent Indicating Free Benefits	Type of Benefit and Percent of Teachers Receiving Each				Did Not Respond
		Free House	Garden	School Lab	Florestry Plot	
Appalachian	1.5	0.0	0.0	0.0	0.0	100.0
Blue Ridge	1.8	1.8	0.0	0.0	0.0	98.2
Central	3.9	0.0	2.6	1.3	0.0	96.1
Eastern	7.7	0.0	5.8	0.0	0.0	94.2
Northern	7.5	0.0	3.8	0.0	1.9	94.3
Southside	5.1	0.0	3.4	1.7	0.0	94.9
Total	4.4	0.3	2.5	0.6	0.3	96.4

leave. Some of the information was very likely for leave without pay rather than leave with pay. See Table 51.

Sick Leave Days

Eighty percent of the teachers were allowed 10-12 days of sick leave per year. Thirteen percent of the teachers did not respond to this question. See Table 52.

Restrictions on Teachers

Twenty percent of the teachers indicated that they were not permitted to work in the same building as their spouse; 4.4 percent could not work in the same county as their spouse. See Table 53.

Slightly less than five percent of the teachers reported that they were required to live in the school service area. See Table 54.

Responses indicated there was very little restriction in schools concerning women teachers teaching during pregnancy. Three percent of teachers indicated that their school required teachers to stop teaching before six months into pregnancy. See Table 55.

TABLE 51

Sabbatical Leave for
Agricultural Education Teachers

Area	Percent Indicating Sabbatical Leave Available	Years to Qualify for Sabbatical Leave	Percent of Teachers Indicating Various Percentages of Sabbatical Pay			Did Not Respond
			50%	80%	100%	
Appalachian	17.9	5.9	25.0	0.0	50.0	25.0
Blue Ridge	14.3	4.2	0.0	0.0	25.0	75.0
Central	22.4	3.9	63.6	9.1	9.1	18.2
Eastern	26.9	4.7	75.0	0.0	0.0	25.0
Northern	50.9	2.7	12.5	0.0	0.0	87.5
Southside	10.2	0.0	0.0	0.0	0.0	100.0
Total	23.1	3.6	36.4	1.5	2.3	52.3

[a]Calculated only for those who indicated that sabbatical leave was available.

TABLE 52

Sick Leave Days Provided To
Agricultural Education Teachers

Area	Percent of Teachers Indicating Days of Sick Leave Available									Did Not Respond
	None	5 Days	9 Days	10 Days	11 Days	12 Days	15 Days	18 Days	24 Days	
Appalachian	3.0	1.5	4.5	61.2	0.0	20.9	0.0	0.0	0.0	9.0
Blue Ridge	7.1	0.0	0.0	44.6	5.4	28.6	3.6	0.0	0.0	10.7
Central	3.9	0.0	0.0	30.3	0.0	48.7	1.3	0.0	0.0	28.6
Eastern	1.9	0.0	0.0	23.1	1.9	48.1	3.8	1.9	0.0	19.2
Northern	0.0	1.9	0.0	22.6	3.8	52.8	0.0	3.8	5.7	9.4
Southside	0.0	1.7	0.0	42.4	0.0	42.4	0.0	0.0	0.0	13.6
Total	3.3	0.8	0.8	38.0	1.4	40.0	1.4	1.4	0.8	12.9

TABLE 53

Restriction of Spouse Employment in
School Systems of Agricultural Education Teachers

Area	Percent of Teachers Indicating Spouse Cannot Work	
	In Same Building	In Same County
Appalachian	20.9	1.5
Blue Ridge	25.0	12.5
Central	15.8	1.3
Eastern	21.2	7.7
Northern	15.1	0.0
Southside	23.7	5.1
Total	20.1	4.4

TABLE 54

Requirements Pertaining
to Living Within School Service Area
Imposed upon Agricultural Education Teachers

Area	Percentage of Teachers		
	Required to Live in School Service Area	Free to Live Outside of School Area	Did Not Respond
Appalachian	7.5	91.0	7.5
Blue Ridge	5.4	87.5	5.4
Central	0.0	97.4	0.0
Eastern	1.9	96.2	1.9
Northern	0.0	98.1	0.0
Southside	13.6	83.1	3.4
Total	4.7	92.3	3.0

TABLE 55

Months into Pregnancy
that Female Teachers May Teach

Area	Response (in Percentage) to Months into Pregnancy Teachers May Teach					
	3-6 Months	7-9 Months	No Policy	Dr.'s Advice	Indefi-nitely	Did Not Respond
Appalachian	6.0	34.3	3.0	4.5	7.5	44.8
Blue Ridge	0.0	51.8	0.0	5.4	7.1	35.7
Central	1.3	40.7	0.0	3.9	13.2	40.8
Eastern	3.8	32.6	0.0	5.8	9.6	48.1
Northern	3.8	35.9	0.0	9.4	5.7	45.3
Southside	3.4	30.5	1.7	8.5	3.4	52.5
Total	3.1	37.7	0.8	6.1	8.0	44.4

TABLE 56

Pregnancy Leave Allowed
by Schools for Teachers

Area	Response of Teachers (by Percentage) to Length of Pregnancy Leave										
	0-5 Months	6-12 Months	18-24 Months	No Policy	Up to School Board	One Semester	Arranged	Remaining Sick Leave	Dr.'s Advice	Indefinitely	Did Not Respond
Appalachian	15.0	9.0	1.5	3.0	0.0	0.0	0.0	4.5	3.0	0.0	64.2
Blue Ridge	14.3	14.3	1.8	0.0	0.0	0.0	0.0	0.0	1.8	1.8	66.7
Central	17.1	10.5	0.0	0.0	1.3	0.0	2.6	1.3	2.6	6.6	53.9
Eastern	3.8	13.2	0.0	0.0	0.0	1.9	1.9	3.8	1.9	1.9	71.7
Northern	10.2	20.4	0.0	0.0	0.0	0.0	0.0	0.0	1.7	1.7	67.8
Southside	9.6	5.8	0.0	0.0	0.0	1.9	3.8	1.9	0.0	0.0	67.3
Total	12.7	12.1	0.5	0.5	0.2	0.5	1.3	1.9	1.9	3.3	64.5

SUMMARY OF FINDINGS

Background and Working Conditions

The typical agricultural education teacher in Virginia has been teaching for eleven years. This teacher had five years of other full-time work experience, including military duty. As is the case with nearly two-thirds of the Virginia agricultural education teachers, the typical teacher teaches in a high school. Approximately one-fourth of the typical teacher's colleagues are located in junior high or middle schools, while eight percent are teaching in vocational schools across Virginia.

Of the ten different options that an agricultural education teacher in Virginia can teach, the typical teacher teaches Agricultural Science and Mechanics. This is true with three-fourths of the other agricultural education teachers in the State. When the typical teacher teaches a second option, it is usually Production Agriculture. Although twenty percent of the teachers in the State are in single teacher departments, and another one-fifth are in three-teacher departments, the typical agricultural education teacher is located in a department with one other teacher.

When it comes to class loads, the typical agricultural education teacher in Virginia teaches five classes per day that are fifty-nine minutes in length. Each class has 16 students. Although some of the typical teacher's fellow teachers are required to teach non-agriculture subjects, this teacher is not required to do so. As is the case with nearly all of the agricultural education teachers in Virginia, the typical teacher is allowed one non-teaching period per day for activities such as planning, student visitations, and student conferences.

For lunch, the typical Virginia agricultural education teacher is alloted 29 minutes. During this period, the teacher must not leave the school grounds, although many fellow teachers in other schools are allowed to do so. As many as one-third of the agricultural education teachers in the State are required to supervise students during the lunch period, but the typical teacher is exempt from this duty.

In the area of continuing education, the typical agricultural education teacher is paid for 114 hours of adult work. While ten percent of the agricultural education teachers in Virginia supervise canneries, the typical teacher does not. This teacher also does not advise a Young Farmer Chapter, although nearly 45 percent of the other teachers do. Of the teachers who advise Young Farmer Chapters, one-half advise by themselves, and one-half are assisted in this regard by one other teacher. The typical teacher does not use paid lay instructors in teaching adult classes, although over one-fourth of the teachers in the State do.

As is the case with over 90 percent of the agricultural education teachers in the State, the typical teacher advises an FFA chapter. The teacher is assisted in this regard by one other co-advisor.

Although 40 percent of the agricultural education teachers in Virginia serve as department heads, the typical teacher does not have any administrative responsibility. This teacher is required to arrive at school approximately 20 minutes before school begins and is allowed to leave approximately 20 minutes after the last bell has rung.

Most teachers are required to perform a number of extra duties beyond their normal teaching loads; however, the typical agricultural education teacher in Virginia does more than is required. The typical teacher is required to perform two extra duties, but actually performs three. In

return for the performance of these duties, the teacher is not paid, although some colleagues do receive pay for these extra duties. The most common duties performed by the teacher are hall duty, school maintenance, taking tickets at ball games, and lunch room supervision. The duties least performed are advisement of school paper, advisement of school yearbook, direction of school plays, and regular driving of school bus.

Salary and Fringe Benefits

The typical agricultural education teacher (along with 90 percent of his/her colleagues) is employed on a 12-month contract. This teacher does not receive pay for working with the vocational youth organization (FFA), but does receive extra compensation for various activities such as adult work. Although nearly half of the agricultural education teachers in Virginia receive more than $12,000 in annual salary, the typical teacher has a salary range of from $11,000 to $12,000. Two fellow teachers in the State earn more than $20,000 per year. The top of the base salary in the school where the typical teacher teaches is $11,750, and it takes 15 years to reach the top of this scale. Industry and military experience are not included in this 15 year period. This base salary is based on a ten-month salary scale.

The typical Virginia agricultural education teacher does not receive free health, medical, or life insurance. Some of the teacher's colleagues do receive such benefits; the most common one is a free life insurance policy for twice the teacher's annual salary.

In terms of paid vacation, the typical teacher receives ten days, or two weeks, of paid annual leave. This teacher is not allowed any paid days to attend summer school, although as many as 45 percent of his/her fellow teachers are allowed several days for this purpose. The teacher

may not attend summer military camp and receive pay, although some teachers receive this benefit. The typical teacher is not reimbursed for graduate tuition, although one-forth of the agricultural education teachers in Virginia do receive such benefits.

The typical agricultural education teacher in Virginia is alloted $475 for travel and is reimbursed at a rate of 12 cents per mile. This reimbursement and travel allotment is per teacher and not per department. This teacher is reimbursed for meals and lodging (other than expenses reimbursed by the state department) by actual expenses, although over 45 percent of the agricultural education teachers in the State do not receive any reimbursement for such incurred expenses.

One to five days are alloted by the school for the typical agricultural education teacher to attend meetings, workshops, conventions, etc. The teacher may be absent during this period without reimbursing the school for the days missed. Many of the teacher's fellow teachers are given an unlimited number of days for such purposes. When the typical teacher (who is a 12-month employee) works on snow days where school has been dismissed for students, there is no compensation for this extra day of work.

The typical agricultural education teacher in Virginia is not provided with a vehicle to visit students supervised occupational experience programs or to engage in other professional activities. Only a few colleagues enjoy such a privilege. The typical teacher is also required to perform his/her own secretarial chores, as no assistance in this regard is provided by the school. Free benefits of a personal nature are not provided either, although some teachers receive benefits such as free housing, garden plots, and forestry plots.

Although nearly one-fourth of the agricultural education teachers in Virginia work in schools which provide sabbatical leave, the typical teacher works in a school which does not have this benefit. Fellow teachers who are eligible for sabbatical leave may receive from 50 percent to 100 percent of their pay while on sabbatical leave.

While nearly one-third of his/her fellow teachers receive ten days of sick leave per year, the typical teacher is alloted twelve days of sick leave per year.

Twenty percent of the agricultural education teachers in Virginia work in a school system which does not allow their spouse to work in the same building; however this is not the case with the typical teacher's school. Very few teachers (less than four percent) of the teachers work in schools which do not allow spouses to work in the same county. As is the case with more than 95 percent of the agricultural education teachers in the State, the typical teacher does not work in a school system which requires him/her to live in the school service area.

The typical teacher works in a school system that allows female teachers to work from 7-9 months into pregnancy. The typical teacher's school allows from 0-5 months for pregnancy leave.

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APPENDIX A

Questionnaire

SALARIES AND WORKING CONDITIONS OF VOCATIONAL AGRICULTURE TEACHERS

INSTRUCTIONS: The items in this questionnaire are designed to gather information about the salaries and working conditions of agricultural education teachers in Virginia. Accuracy and completeness are essential; therefore, it is important that you read each question carefully before indicating your response in the space provided. All information taken from this questionnaire will be reported only in group data. The information will be held in strict confidence.

PART I. BACKGROUND AND WORKING CONDITIONS

1. In what county or city do you teach?

2. How many years of teaching experience have you had? (Including the present year) _____ years

3. How many years of full-time work experience (other than teaching) have you had. (Include military) _____ years

4. In which kind of school do you work? (check one)
   _____A. Primarily middle school or jr. high
   _____B. Primarily senior high
   _____C. Primarily a vocational school that involves bussing
   _____D. Other (Specify)

5. Which courses or options do you teach? (check all that apply)
   _____A. Ag Science and Mechanics I & II
   _____B. Ag Production
   _____C. Ag Machinery and Service
   _____D. Natural Resource Management
   _____E. Ag Business
   _____F. Horticulture
   _____G. Program for Disadvantaged
   _____H. Handicapped
   _____I. Exploratory
   _____J. Senior Intensified

6. What is the number of agriculture teachers (including you) that teach in the same building or building complex (Check one)
   _____A. One
   _____B. Two
   _____C. Three
   _____D. Four
   _____E. Five or more

7. How many minutes are the most common periods in your school?
   _____ minutes

8. How many day-class periods do you teach? _____ periods

9. How many periods are you alloted per day for activities such as planning, student visitations, student conferences, etc? _____periods

10. How many minutes are you alloted for your lunch period?
    _____ minutes.

11. Do you have to supervise students in the lunch room while you eat? (check one)
    _____A. Yes
    _____B. No

12. Are you allowed to leave the school grounds during your lunch period? (check one)
_____A. Yes
_____B. No

13. For how many hours of evening (adult) school are you paid? _____hours

14. Were paid lay instructors used in any of the adult classes you organized? (Check one) _____A. Yes
_____B. No

15. Do you supervise a cannery?
_____A. Yes
_____B. No.

16. Do you serve as an advisor of a Young Farmer Chapter? (Check one)
_____A. Yes
_____B. No

17. How many other teachers assist you with the Young Farmer Chapter? (Check one)
_____A. None
_____B. One
_____C. Two
_____D. Three or more
_____E. I do not serve as an advisor

18. Do you serve as an advisor for the FFA chapter? (check one)
_____A. Yes
_____B. No

19. How many other teachers assist you with the FFA chapter?
_____A. None
_____B. One
_____C. Two
_____D. Three or more
_____E. I do not serve as an advisor

20. What is the average number of students in your day classes?_____students

21. How many periods per day do you spend on non-agricultural classes (teaching biology, keeping study hall, etc.)? _____periods

22. What is the extent of your administrative responsibilities? (check one)
_____A. I have no administrative responsibilities
_____B. Department head in agriculture
_____C. Department head for all vocational education
_____D. Other (specify) _____

23. When does your school start? When does it end?
Starts at _____ Ends at _____

24. At what time are you required to arrive at the school? (for regular school day)
_____

25. At what time may you leave the school each day?_____

26. For each of the duties listed below, indicate if you perform or do not perform the duty. If you check yes, please indicate if the duty is required and if you are paid for performing the duty. If you check no, you do not need to indicate if the duty is required or paid.

ACTIVITY	PERFORMED		REQUIRED			PAID	
	Yes	No	Yes	No		Yes	No
Hall Duty							
Lunch Room Duty							
Supervise Study Hall							
Keep Detention Hall							
Direct Plays							
Advisor For Yearbook							
Advisor for School Paper							
Advisor for Club Other than FFA							
Head Coach for a Sport							
Assistant Coach for a Sport							
Take Tickets At Games							
Chaperon to Away Games							
Drive School Bus Regularly							
Drive School Bus Occasionally							
Drive School Bus Only for Ag Trips							
Home Room							
School Maintenance							
Other (Specify)							

PART II. SALARY AND FRINGE BENEFITS

1. How many months are you considered to be employed per year? (check one)
   _____A. 9
   _____B. 10
   _____C. 11
   _____D. 12

2. What is your salary (including extra pay for work as an agriculture teacher such as adult classes, FFA, cannery, etc.)? (check one)
   _____A. Below $9,000
   _____B. $9,000-10,000
   _____C. $10,001-11,000
   _____D. $11,001-12,000
   _____E. $12,001-13,000
   _____F. $13,001-14,000
   _____G. $14,001-15,000
   _____H. $15,001-16,000
   _____I. $16,001-17,000
   _____J. $17,001-18,000
   _____K. $18,001-19,000
   _____L. $19,001-20,000
   _____M. Over $20,000

3. Do you get extra pay for FFA activities? (check one)
   _____A. Yes If so, how much $_____
   _____B. No

4. What is the top of the base salary schedule in your school? (indicate if it is 9 month or 10 month base)
   $_____
   _____A. 9 month
   _____B. 10 month

5. How long does it take to reach the top of the school's salary schedule?
   _____years

6. Are years of industry and/or military experience included when determining the number of years to reach the top of the salary schedule (check one)
   _____A. Yes
   _____B. No

7. Does your school provide you with free health insurance?
   _____A. Yes If so, what is the amount of Coverage?_____
   _____B. No

8. Does your school provide you with free major medical insurance? (check one)
   _____A. Yes If so, what is the amount of coverage?_____
   _____B. No

9. Does your school provide you with free life insurance? (check one)
   _____A. Yes If so, what is the amount of coverage?_____
   _____B. No

10. How much paid summer vacation time do you get? _____days/year

11. How many extra paid days (other than vacation time) are you allowed to go to summer school? _____days/year

12. How many extra paid days (other than vacation time) are you allowed to attend summer military camp? _____days/year

13. Does the school reimburse you for graduate tuition? (check one)
   _____A. Yes _____B. No

14. How much is your travel allowance? (per teacher, if in multiple teacher department) $_____

15. Is your travel allowance based on an amount per teacher or an amount per department? (check one)
_____A. Amount per teacher
_____B. Amount per department
_____C. Both, as I am in a single teacher department
_____D. Other (specify)_____

16. What is the reimbursement rate per mile? _____cents/mile

17. How are meals and lodging (other than those reimbursed by the state department) reimbursed? (check one)
_____A. They are not reimbursed
_____B. Flat rate, If so, how much per day $_____
_____C. Actual expenses
_____D. Other (specify) _____

18. How many days during the regular school year can you be away for meetings, workshops, conventions, etc. without reimbursing the school for missed time?
_____days

19. Will your school compensate you for working on snow days?
_____A. Yes If yes, How?_____
_____B. No

20. Are you provided with a vehicle for your exclusive business travel? (check one)
_____A. Yes
_____B. No

21. If you are provided with a vehicle, how is it financed? (check one)
_____A. I am not provided with a vehicle
_____B. School owned
_____C. Loaned to department
_____D. FFA owned
_____E. Rented from dealer
_____F. Other (specify)_____

22. Are you provided with secretarial help? (check one)
_____A. Yes If so, how much time does he/she devote exclusively to you?
_____B. No _____hrs/day

23. Does your school provide land for a personal garden, free housing, or other benefits of this nature: If yes, please describe. (check one)
_____A. Yes _____
_____B. No _____

24. Does your school have a sabbatical leave policy? If yes, please indicate the number of years it takes to qualify for the sabbatical and the percentage at which you are paid. (check one)
_____A. Yes _____yrs. to qualify _____% of pay
_____B. No

25. What are the sick leave provisions (amount, family sickness, etc.) at your school?

_____

_____

26. May a wife and husband work in the same school building? (check one)
_____A. Yes
_____B. No

27. May a wife and husband work in the same county (as teachers)? (check one)
_____A. Yes
_____B. No

28. Are you required to live within the school service area? (check one)
_____A. Yes
_____B. No

29. How many months into pregnancy may women teachers teach?
_____months

30. How long can a woman teacher be away on leave because of pregnancy and still get her job back? _____

31. Which items other than salary are specifically spelled out in writing in your contract?

_____

_____

_____

_____

_____

THANK YOU VERY MUCH FOR YOUR TIME AND COOPERATION!

APPENDIX B

Correspondence

COLLEGE OF EDUCATION

VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY

Blacksburg, Virginia 24061

DIVISION OF VOCATIONAL & TECHNICAL EDUCATION

Dear

At the 1976 Virginia Vocational Agriculture Teachers Conference, the VVATA Research Committee requested Virginia Tech to conduct a research study concerning the salary and working conditions of vocational agriculture teachers in the state.

In response to that request, Dr. Martin McMillion and I have designed a questionnaire for securing information from Virginia vocational agriculture teachers concerning their salaries and working conditions. A selected group of teachers is now being asked to evaluate the questionnaire. As one of those selected teachers, we wish to ask your assistance in this regard.

We are interested primarily in the following: (1) Does the questionnaire include all the important questions about a teachers salary and working conditions? If not, what should be added? (2) Should some of the questions be deleted? (3) Are any of the questions hard to understand? Which ones? How can we improve them? (4) Could you fill this questionnaire out if you received it through the mail with no instructions other than those printed on the questionnaire? If not, what additional information would you need? (5) Do you think that vocational agriculture teachers will complete the questionnaire acurately? If not, what can we do to make sure they do?

Please feel free to write any reactions or other comments directly on the instrument. Remember, we do not want you to complete the instrument, we only want you to evaluate it and provide suggestions for improvement. For your convenience, we have enclosed a stamped, self-addressed envelope. Please place the questionnaire along with your comments in the envelope and return it to us by January 31, 1977.

Your cooperation and assistance in this matter is sincerely appreciated.

Sincerely,

Paul R. Vaughn, Assistant Professor
Agricultural Education

PRV/jd